

# SMITH & WILKINSON

## EXECUTIVE SEARCH SOLUTIONS

### 2016 COMMERCIAL CREDIT ANALYST SALARY SURVEY RESULTS

Below find the results for our first annual Commercial Credit Analyst salary survey. The results below are collected from all survey respondents; any responses specific to Individual Contributors or Team Leaders will be labeled appropriately.

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**402**

respondents across 23 states



**Credit Analysts**

48.8% of respondents



**Credit Officers**

18.6% of respondents

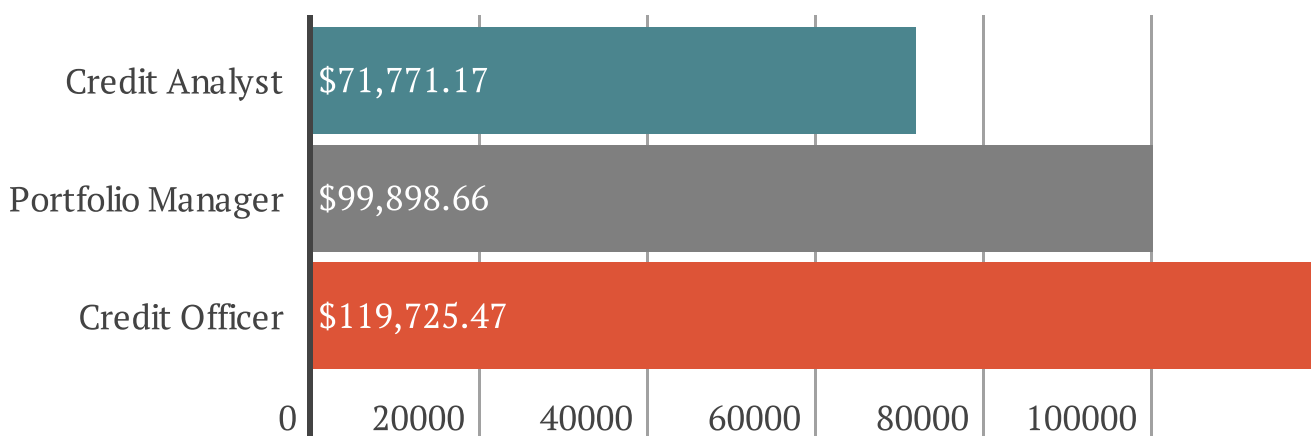


**Portfolio Managers**

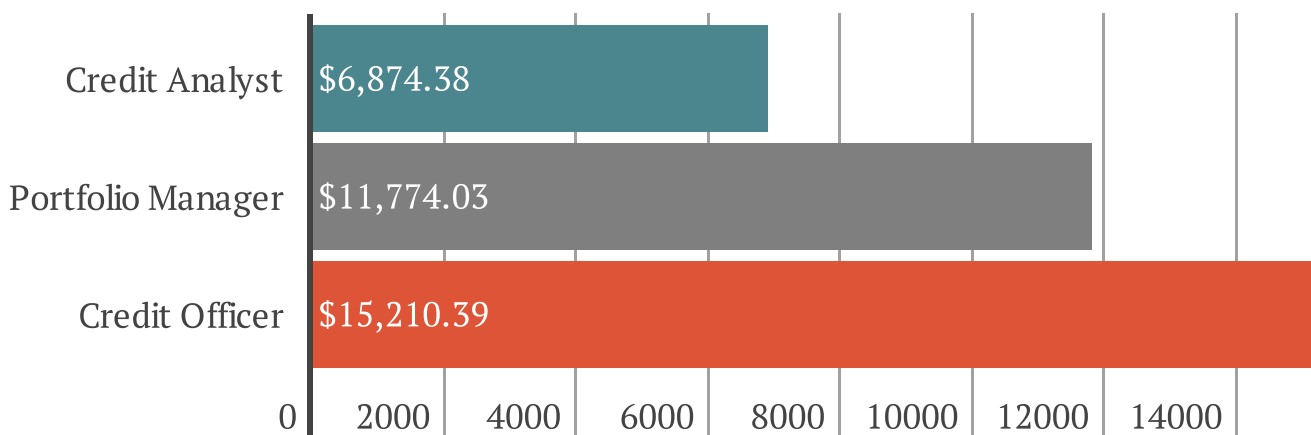
32.7% of respondents

# Average Salary & Bonus by Job Title

## Salary

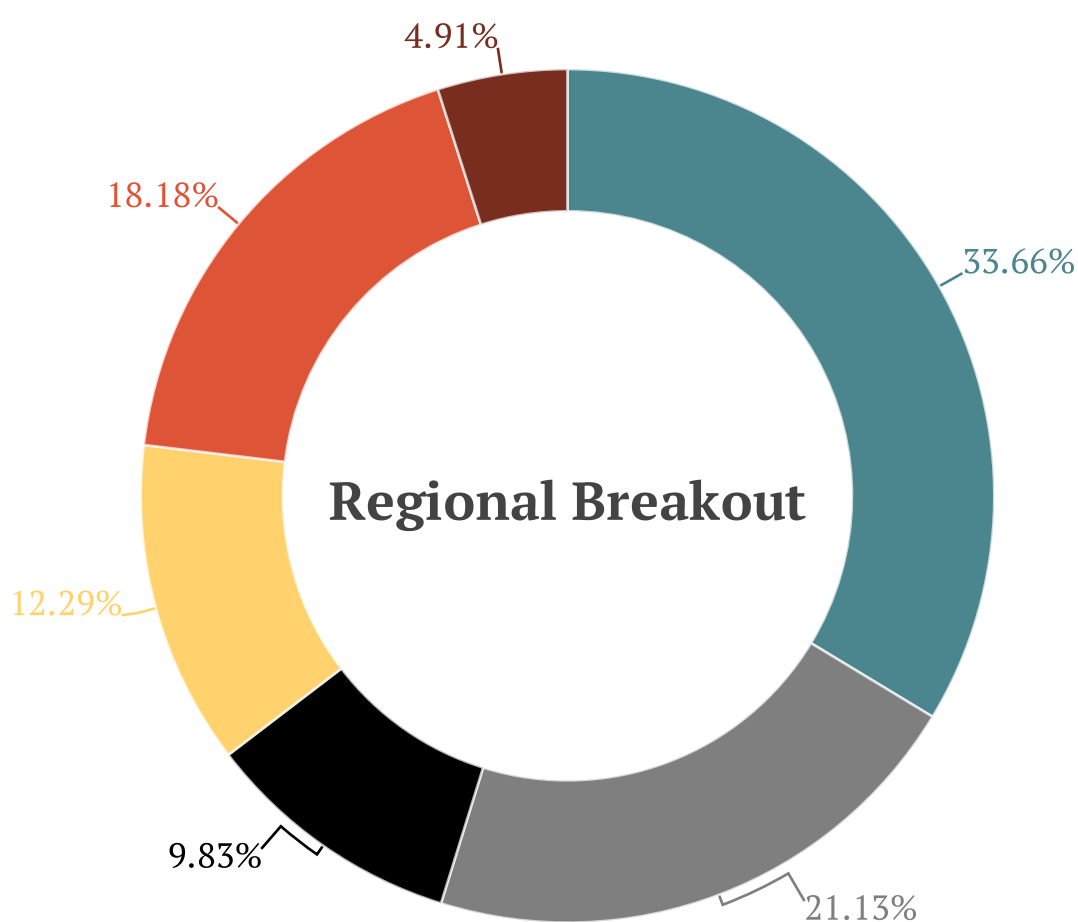


## Bonus



## Demographics

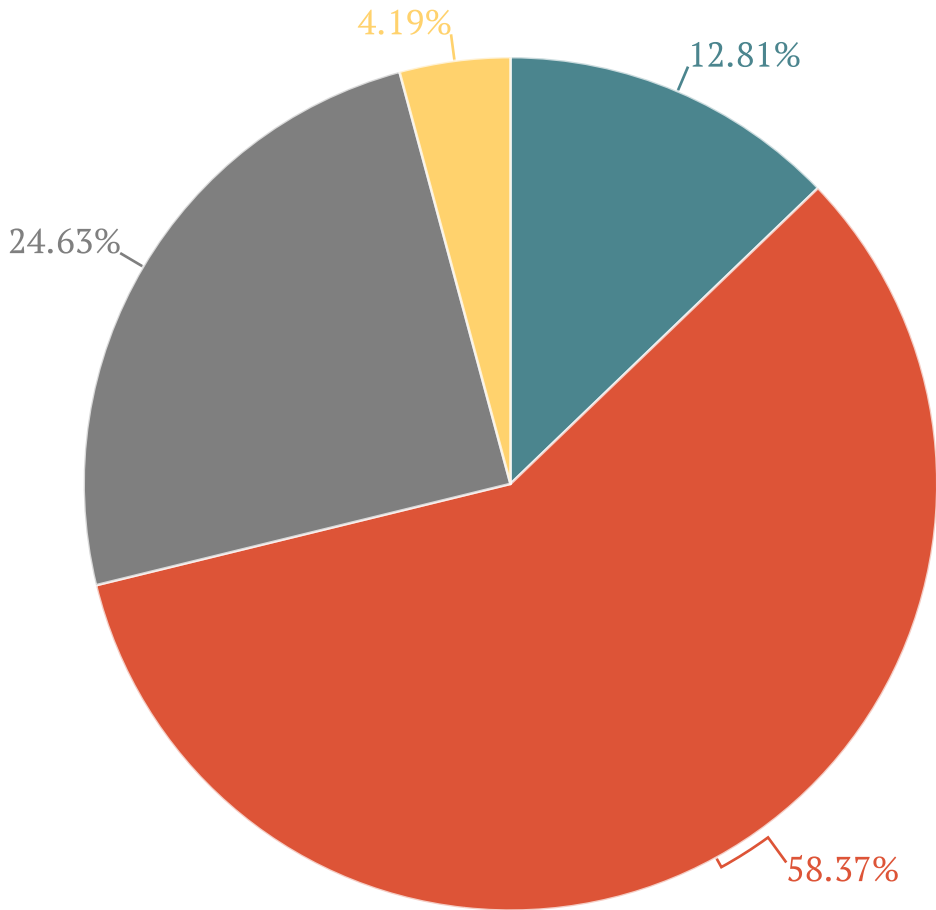
## Regional Breakout



- New England
- North Atlantic
- Mid Atlantic
- The Carolinas / Southern States
- Midwest
- Other

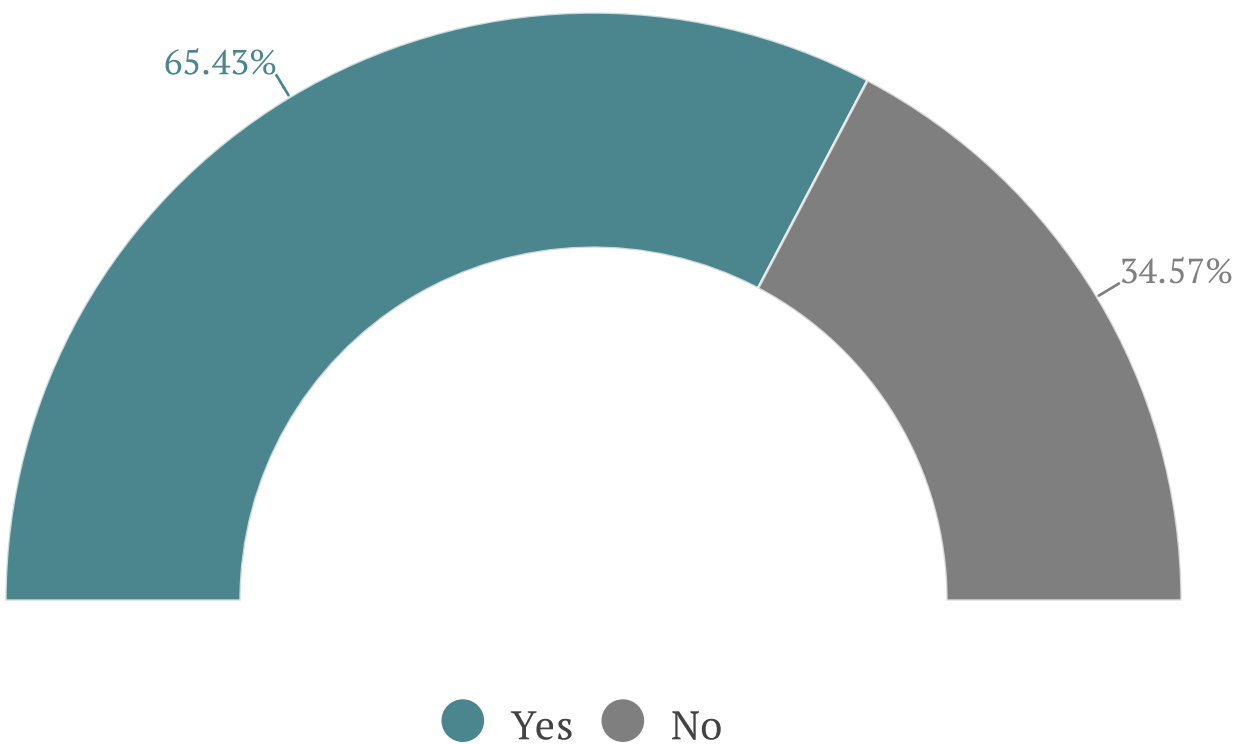
# Types of Financial Institutions Worked For

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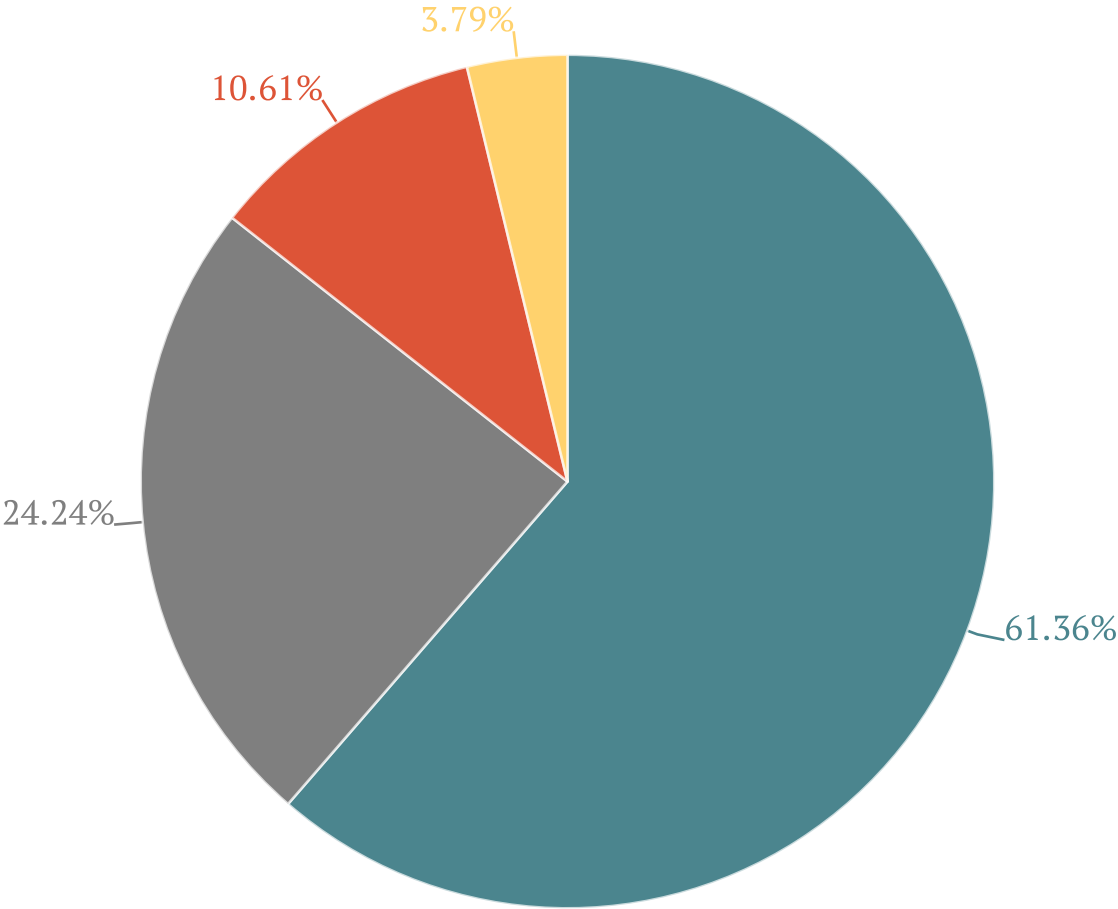


- Mutual/Cooperative Bank
  - Publicly Traded Bank
  - Privately Owned/Closely Held Bank
  - Credit Union
- 

## Have you been formally credit trained?



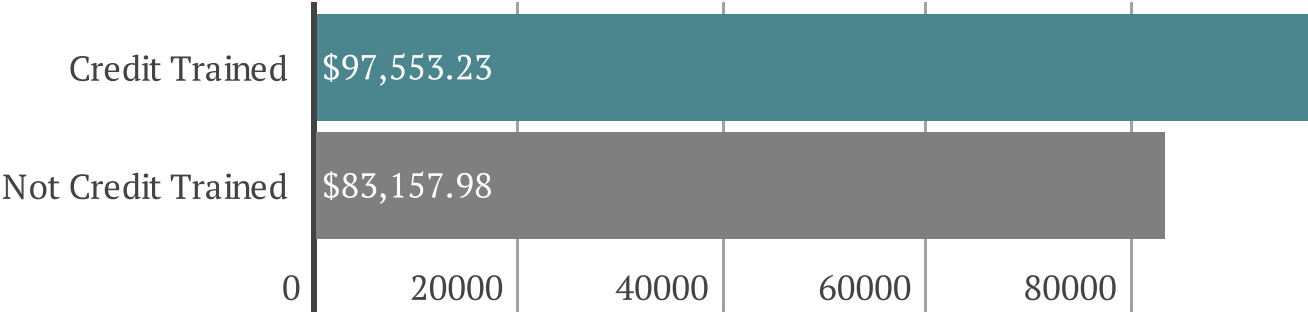
# Where were you credit trained?



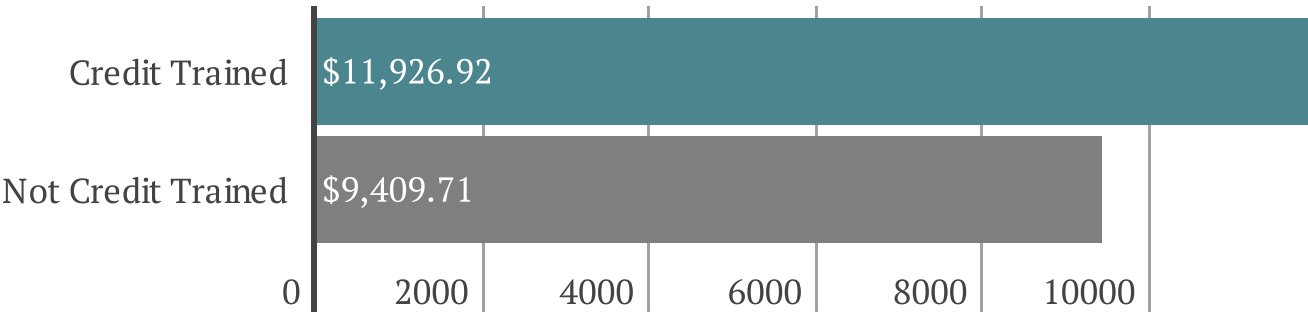
- Prior Employer
- Current Employer
- Banking Association
- Other

## Average Salary & Bonus based on Formal Credit Training

### Salary

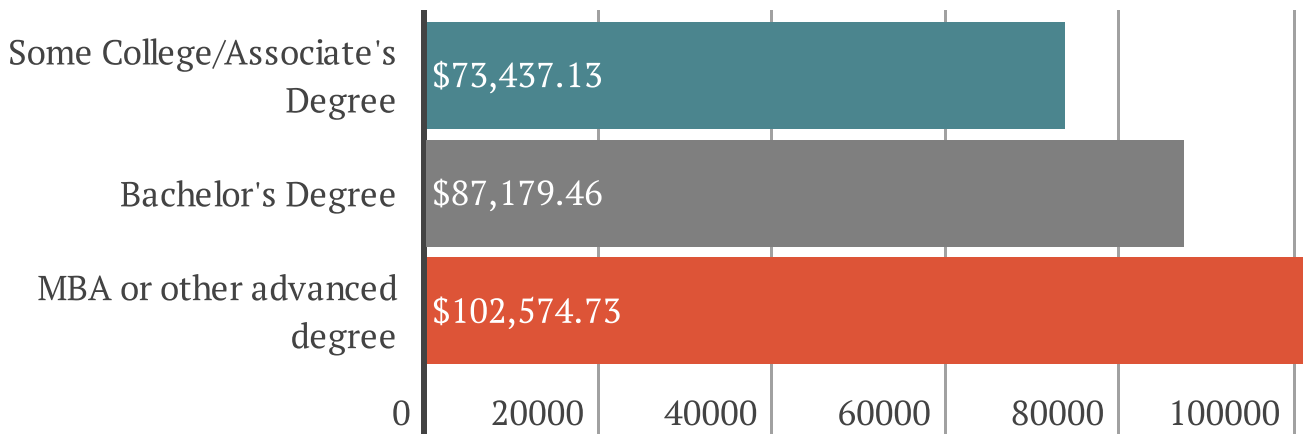


### Bonus

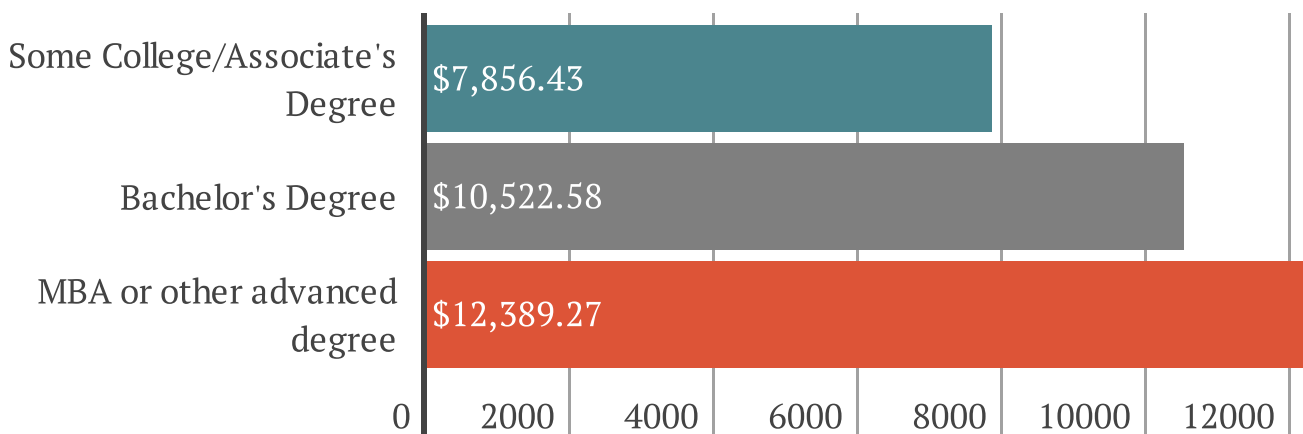


# Average Salary & Bonus by Education Level

## Salary



## Bonus



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**Based on survey responses, formal credit training in addition to an advanced degree results in higher overall earnings for commercial credit analysts.”**

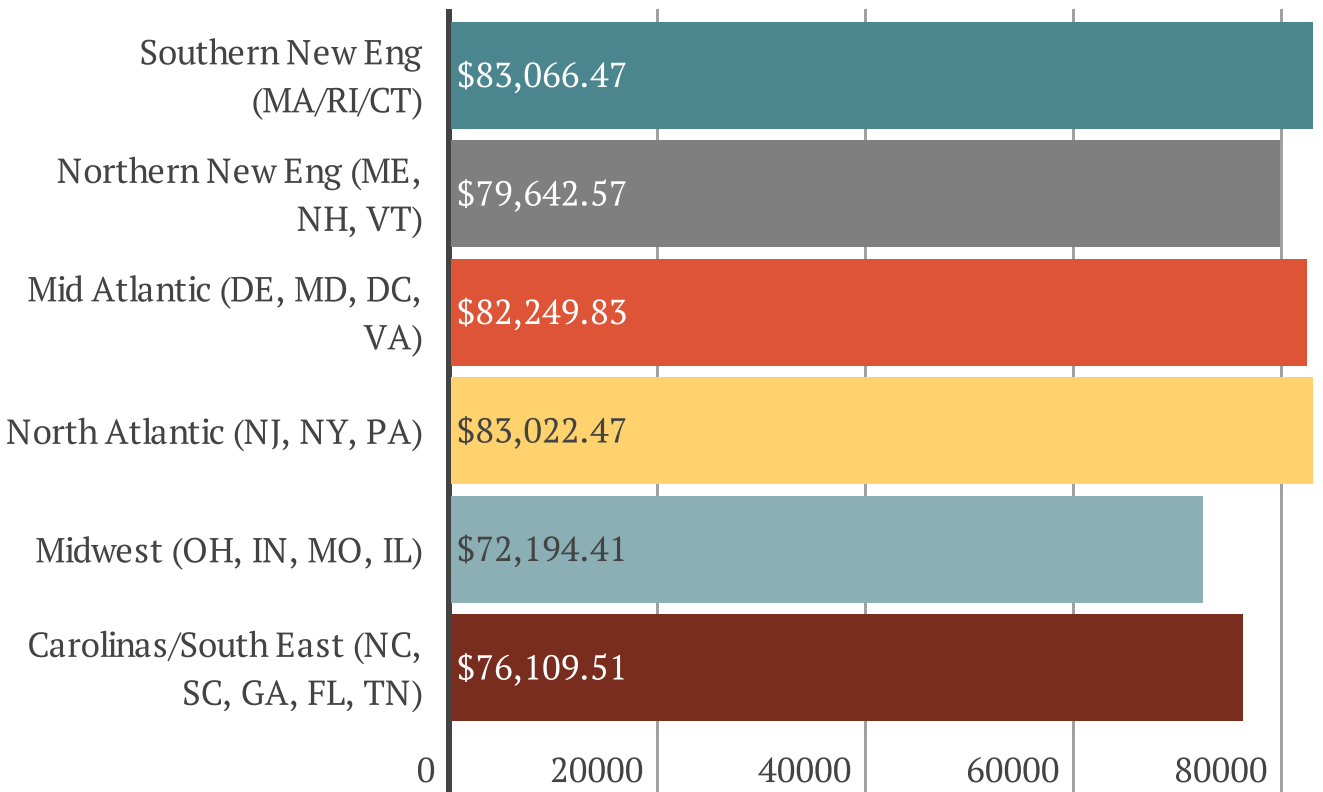
Carll Wilkinson, managing partner

# Salary & Bonuses

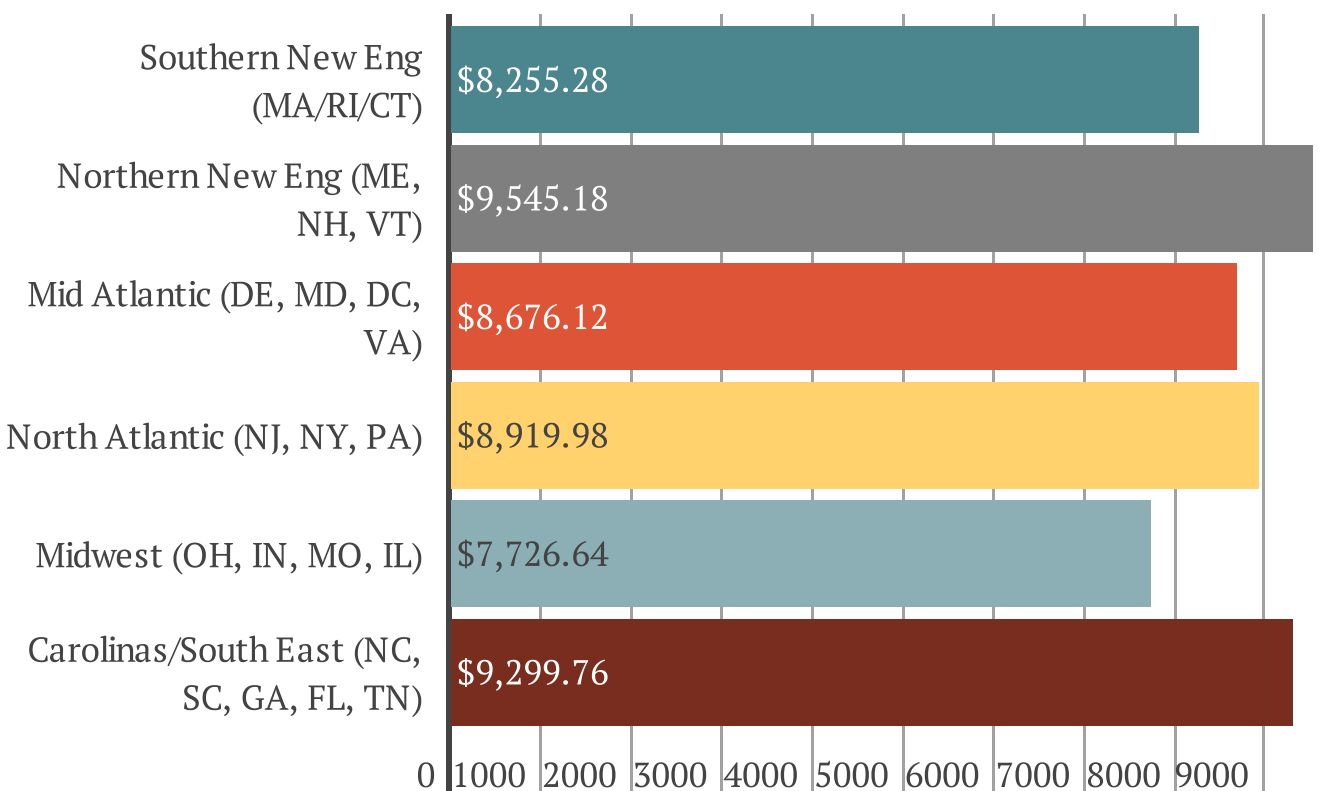
## Results from Individual Contributors

### Average Salary & Bonus by Region

#### Salary

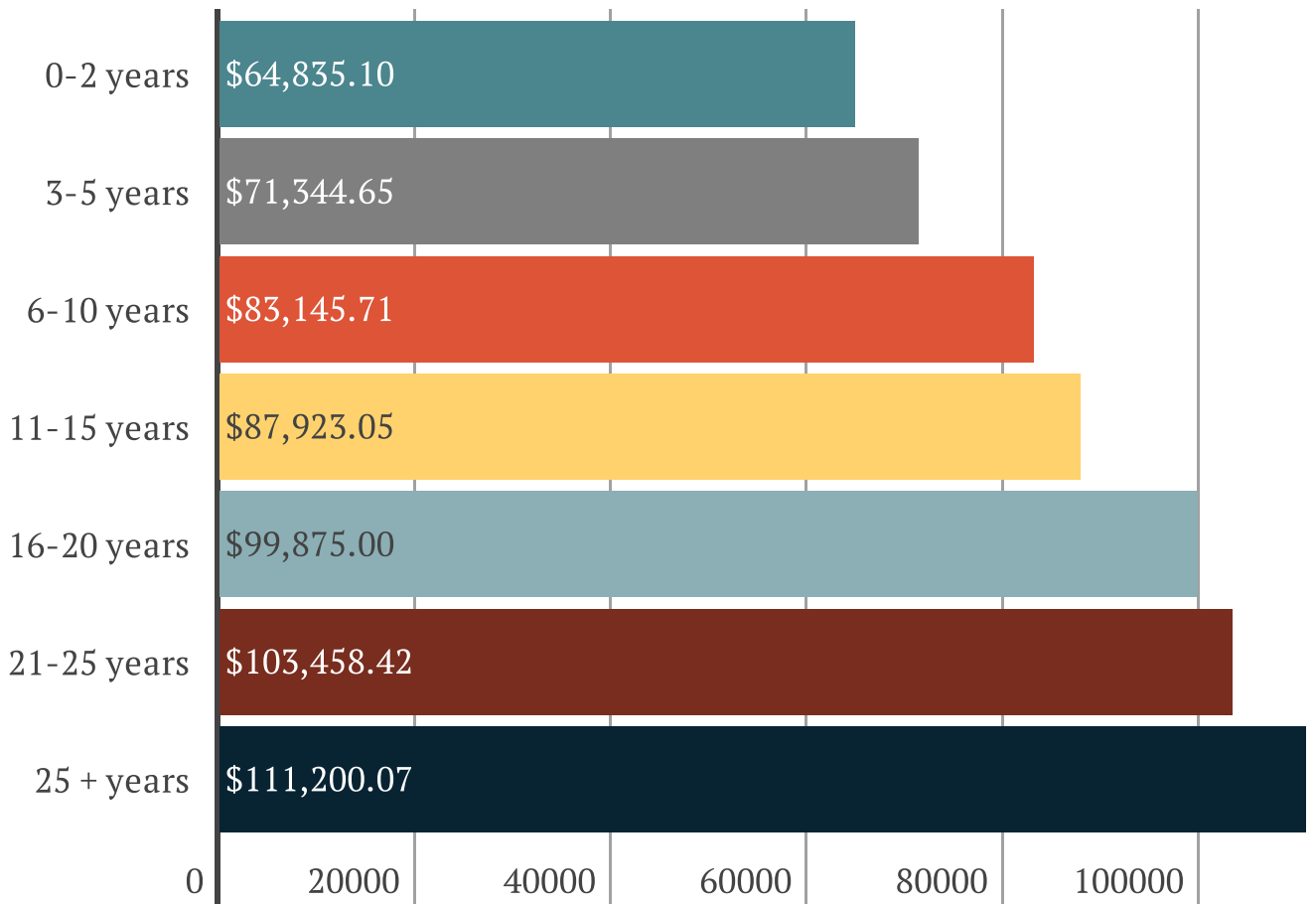


#### Bonus

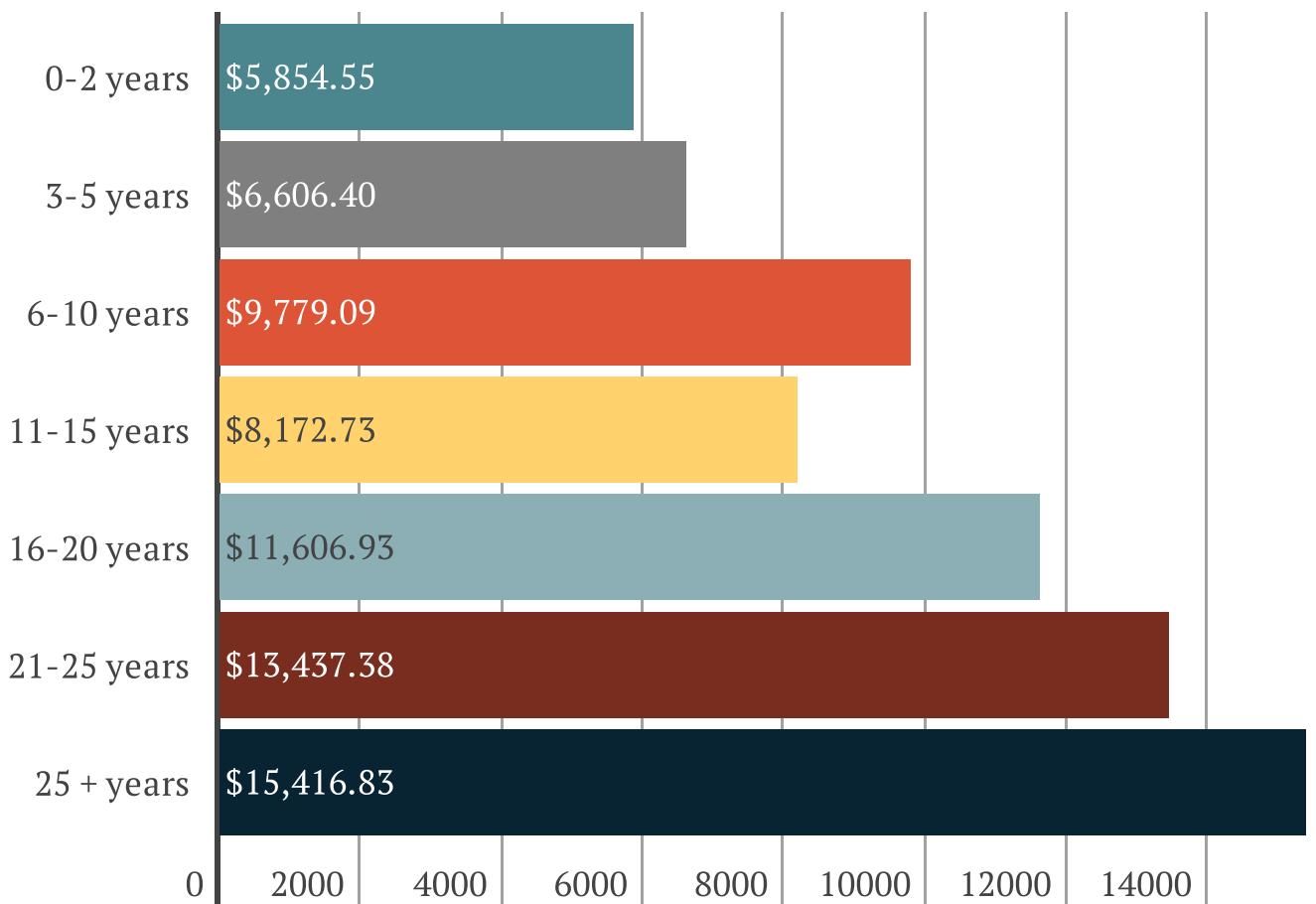


# Average Salary & Bonus by Tenure

## Salary

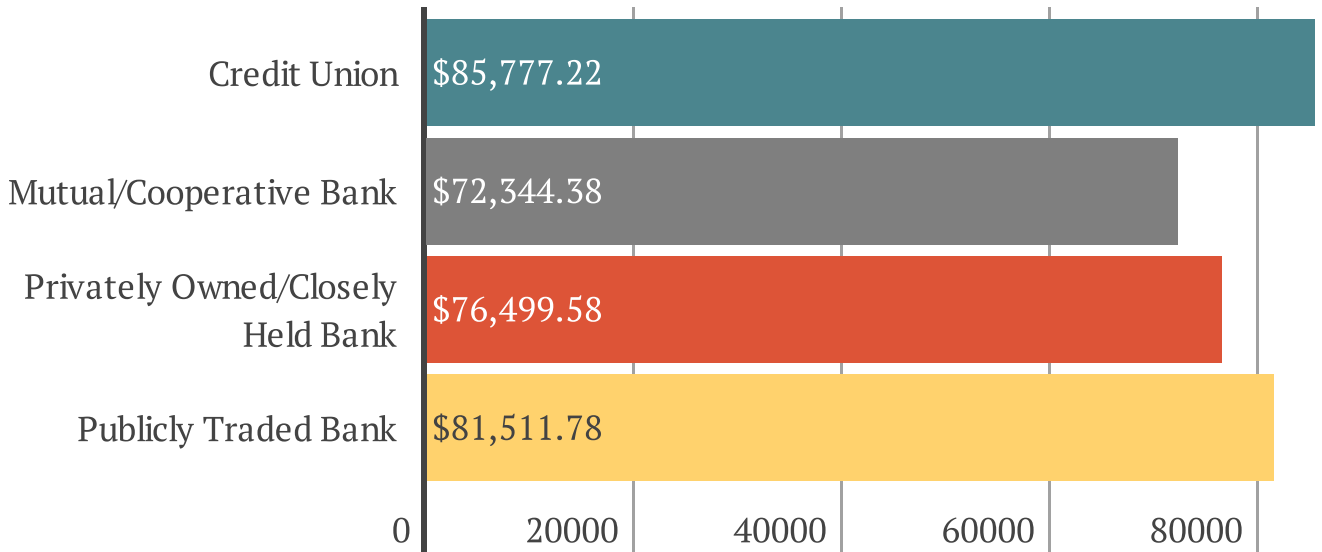


## Bonus

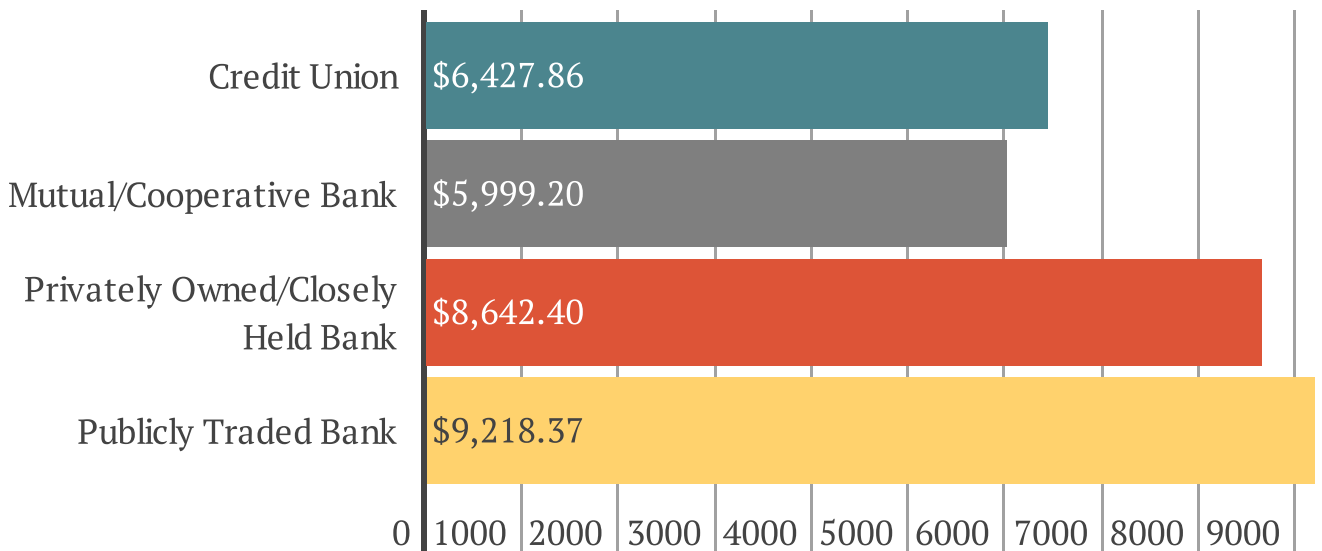


# Average Salary & Bonus by Institution

## Salary

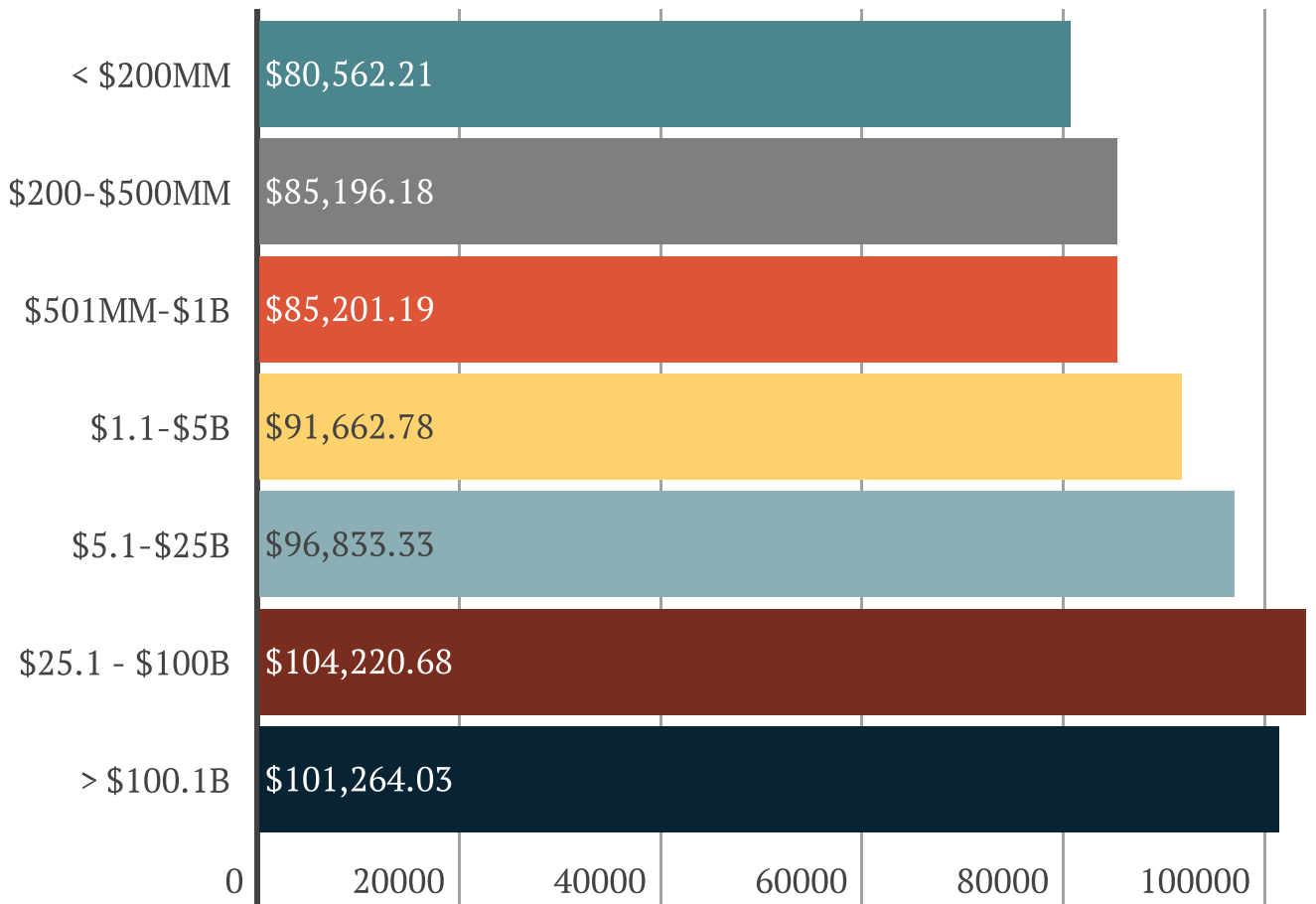


## Bonus

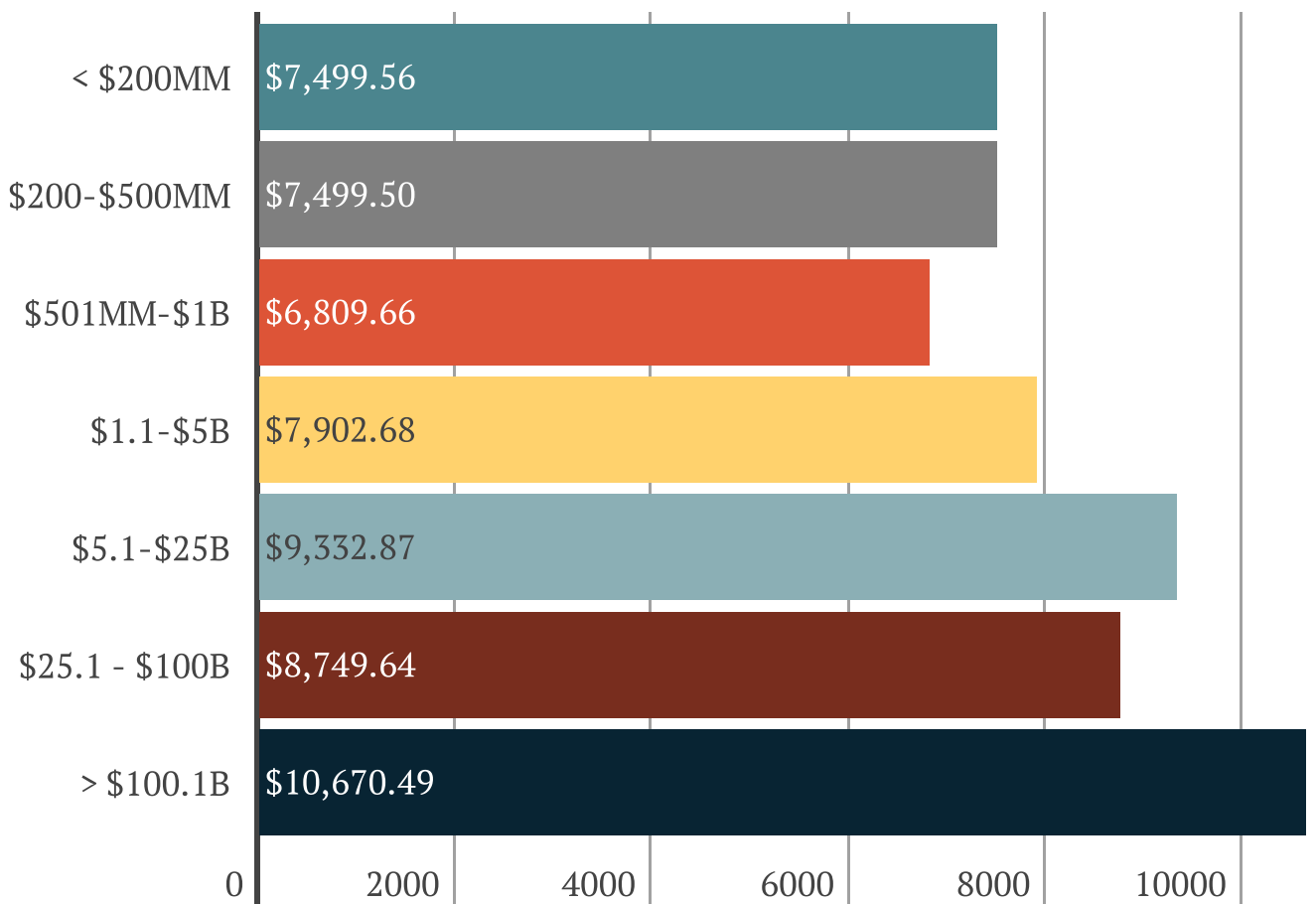


# Average Salary & Bonus by Institutional Assets

## Salary

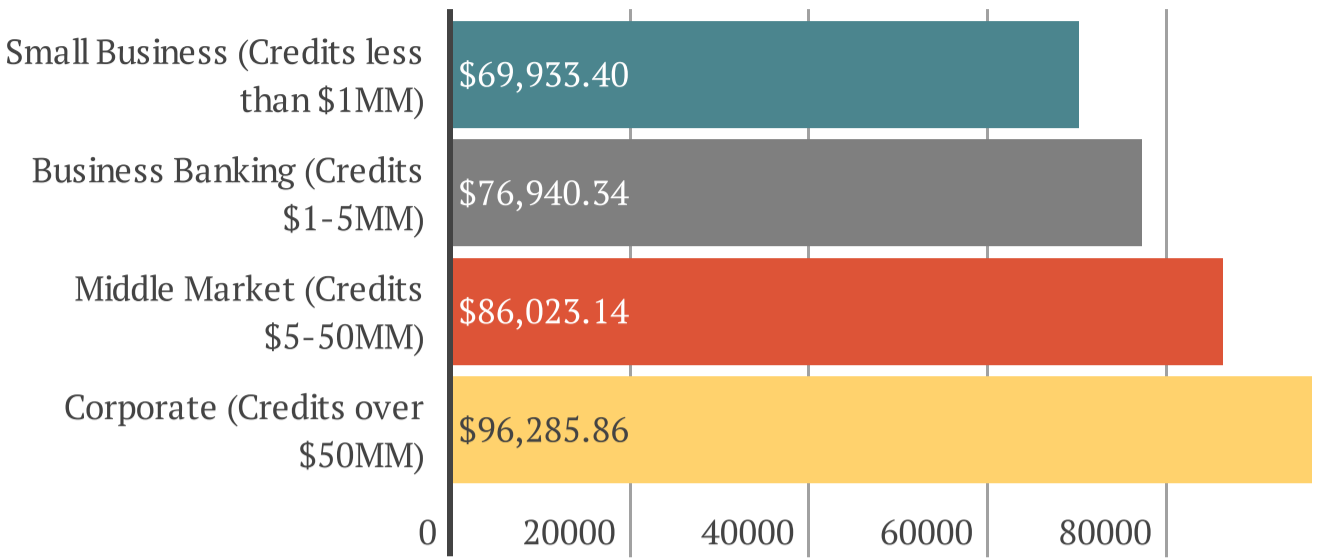


## Bonus

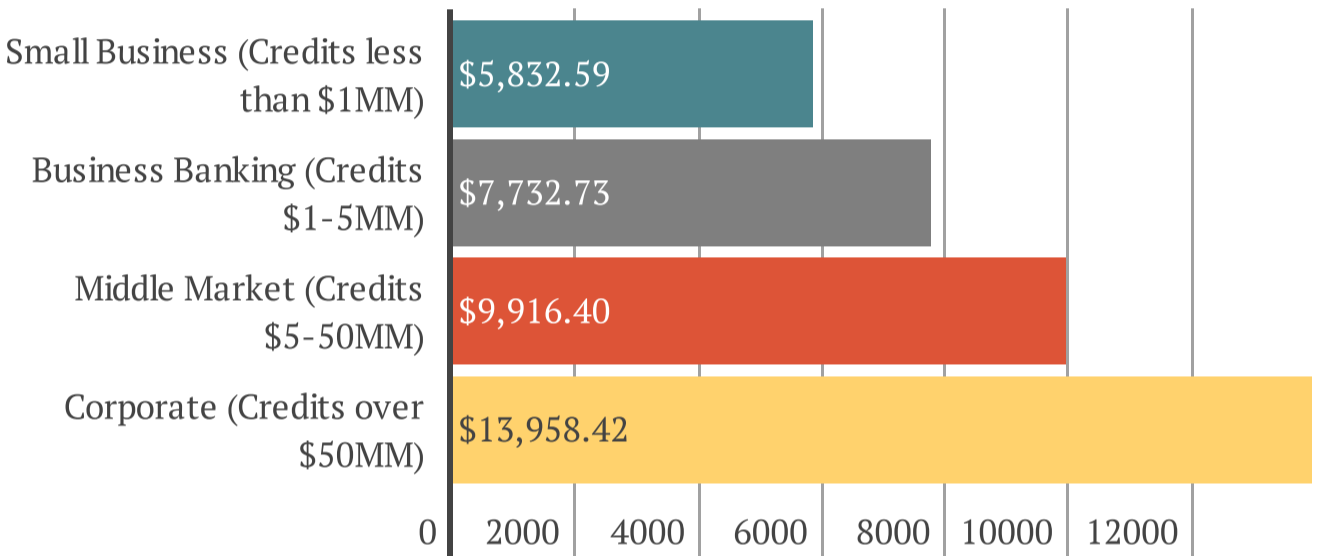


# Average Salary & Bonus by Deal Size

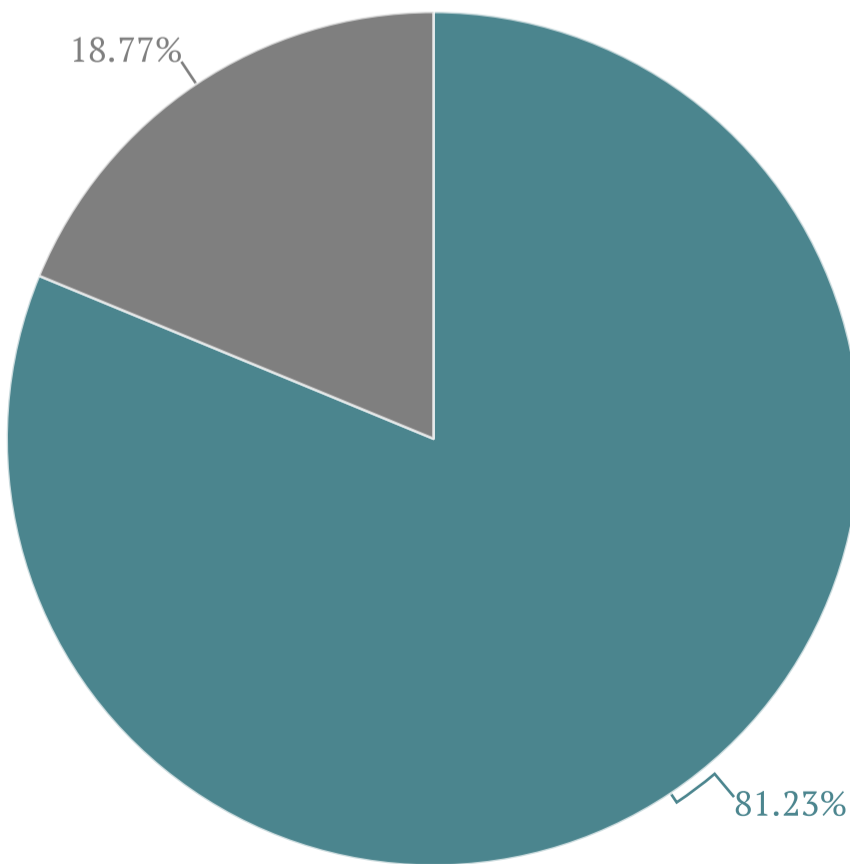
## Salary



## Bonus

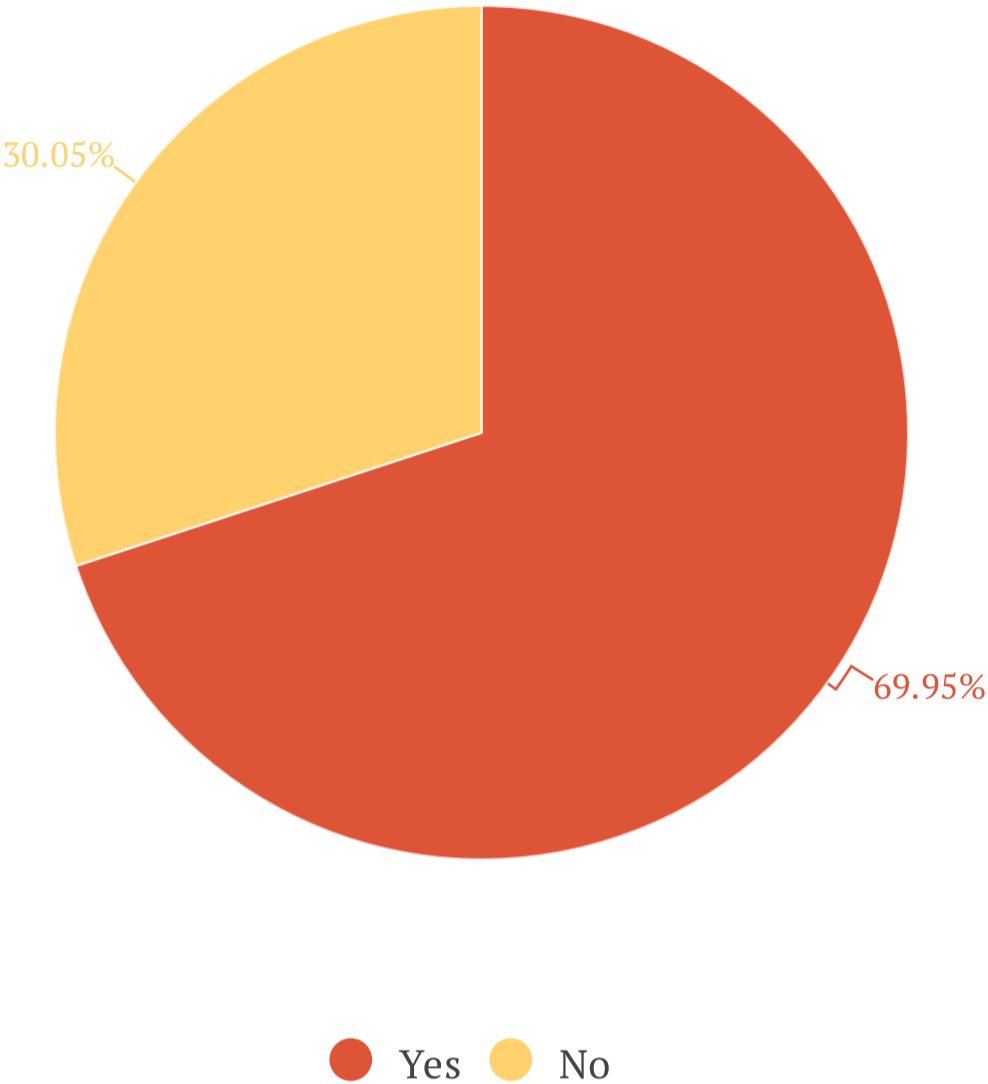


## Did you receive a salary raise in 2016?



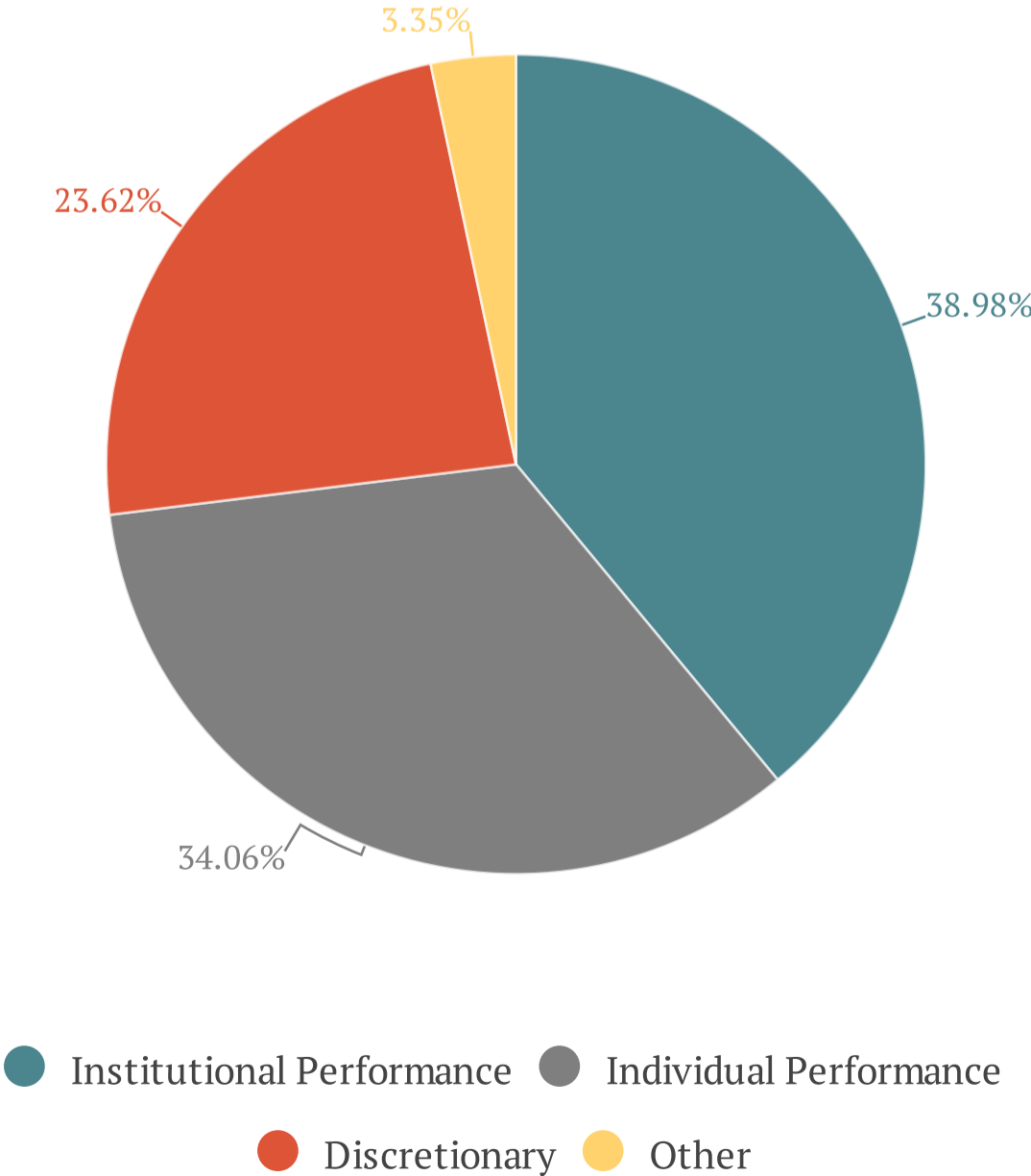
● Yes ● No

# Did you receive a cash bonus in 2016?



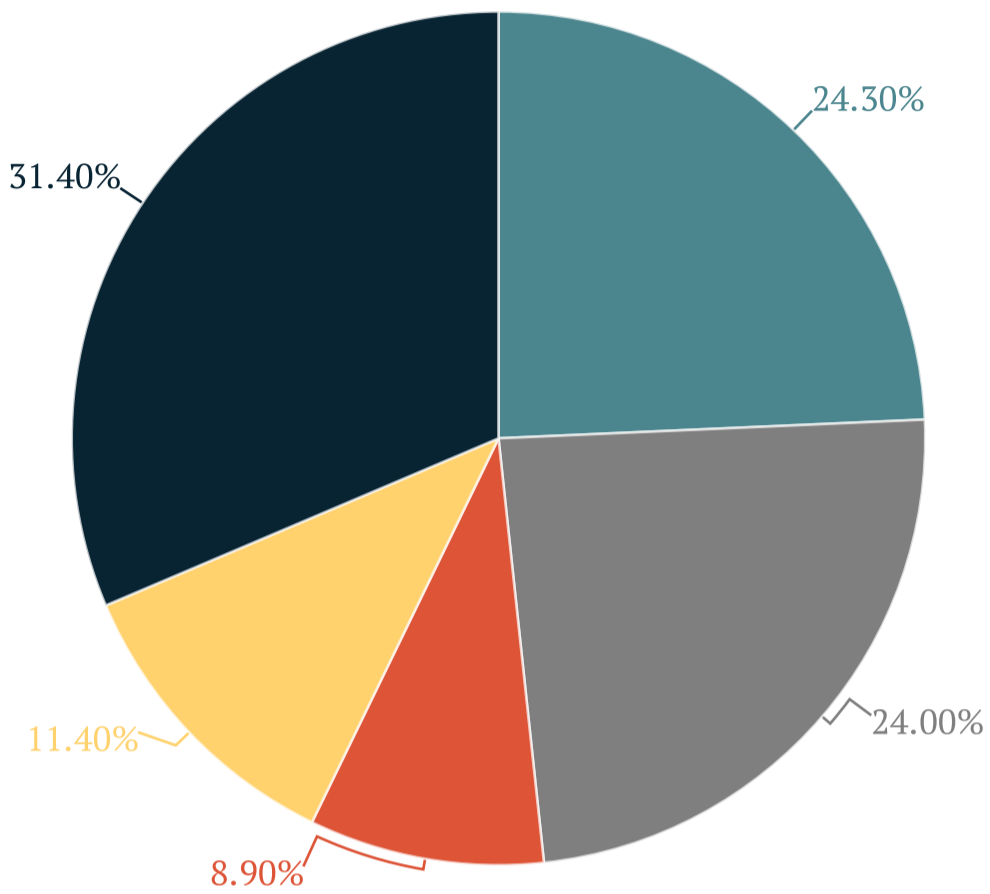
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# What is your cash bonus based on?



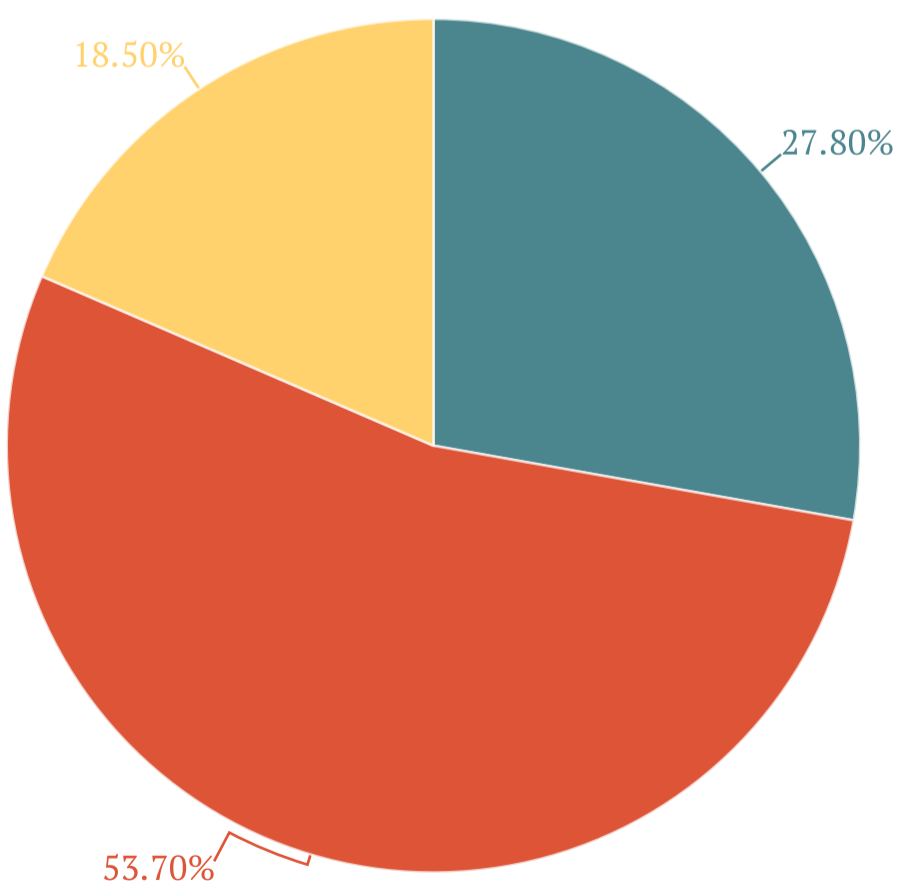
# Career Planning

What is most important to you about where you work?



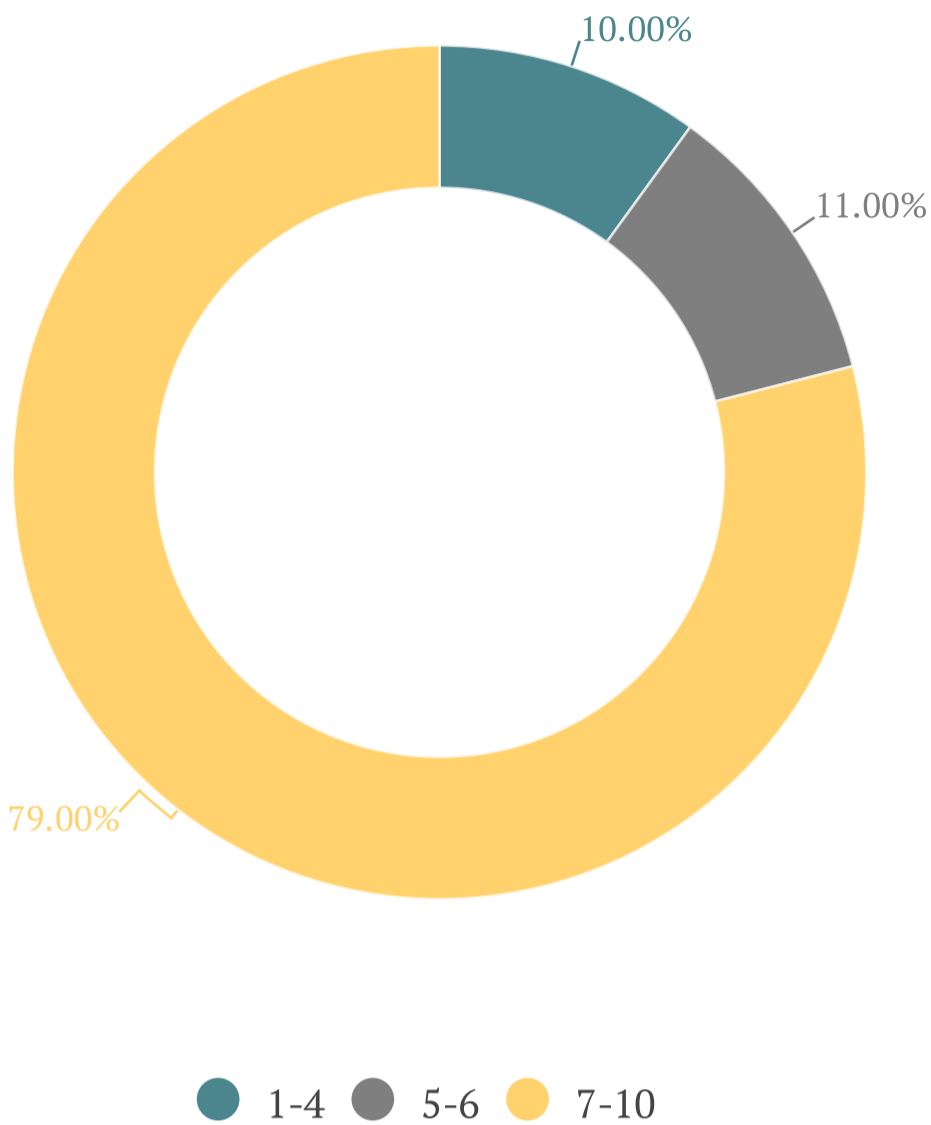
- Coworkers/Team
- Compensation
- Location
- Opportunity for Advancement
- Job Security

How would you desire to best leverage your skills in your current company?



- Move into a commercial lending role
- Move into a team lead/management role
- Remain in my current role

# How likely are you to remain in the financial industry 5 years from now? (10 = most likely)



## Further Information

Smith & Wilkinson is a nationally recognized, specialized search and recruitment firm for the financial services industry. Our dedicated team possesses the skill and judgment to separate the exceptional from the average performer and the experience to assess each candidate against the needs of the position. This is not an easy skill, and it takes years of experience working within the banking community and speaking with and assessing thousands of Executives. We are known as professional and discreet intermediaries, and we will provide feedback to each client on the market perception of their organization, on compensation levels for their market(s), and any other issues that may affect their ability to land the best candidate for their opening.

Our thorough process for search and recruitment starts with an understanding of your needs, goals and business culture. Our aim is to find the right person for your organization, not simply to fill the position. Smith & Wilkinson handles everything, including reference and background checking, saving you valuable time and resources.

### **Our practice specialties include:**

Banking; Credit Unions; Nonprofits & Associations; Payments Processing; Financial Technology; Insurance; Wealth Management; Finance & Accounting; Human Resources; Information Technology

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[S&W's current search engagements](#)

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